

Hispanic DoD Civilian Demographics

*Educational Attainment, Occupational Distribution
and New Hire Profiles*

Prepared for
OSD-P&R (Equal Opportunity)

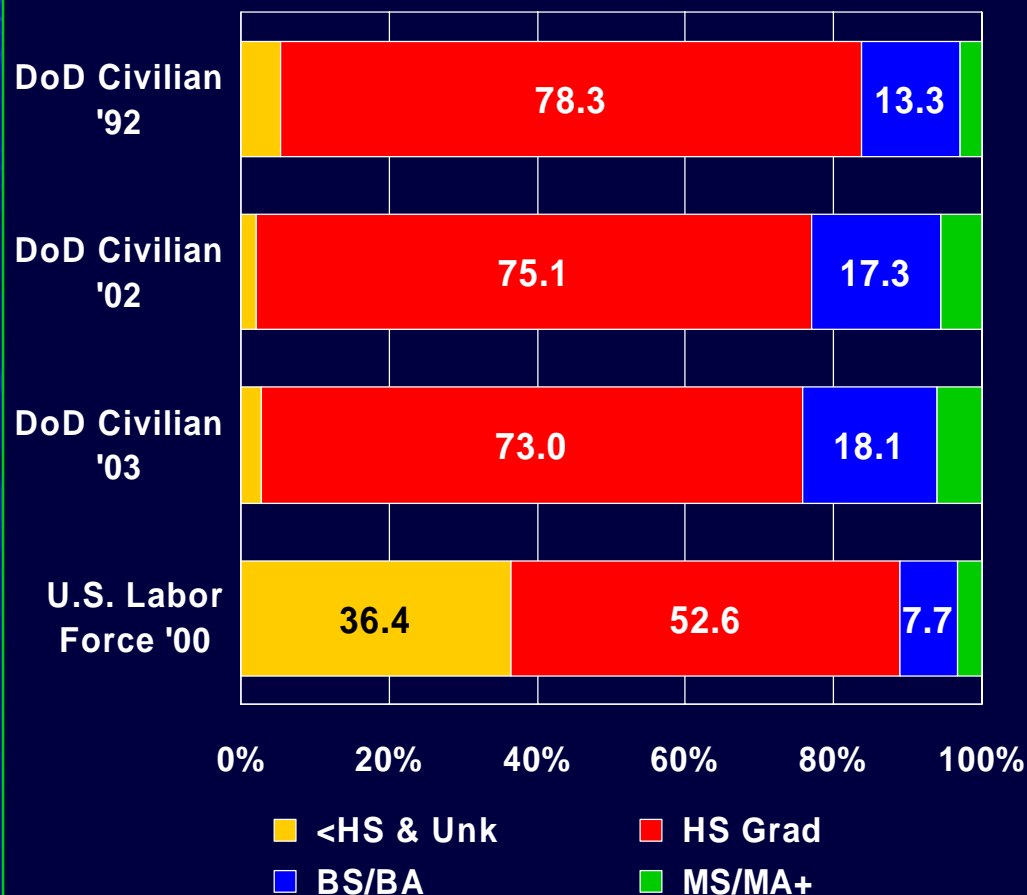


Introduction

- Hispanics in the DoD Civilian workforce
 - Compared with Hispanics in the U.S. Labor Force (defined as employed persons 18 yrs and over)
 - Compared with Total DoD Civilian workforce
 - Trend Analysis
 - DoD: FY 1992, FY 2002 & FY 2003
 - U.S. Labor Force: 2000
 - Key Comparisons
 - Educational attainment, occupation distributions and new hire profiles
- Data Sources
 - DMDC file extracts
 - U.S. Census Bureau: Census 2000 reports

Hispanic Educational Attainment

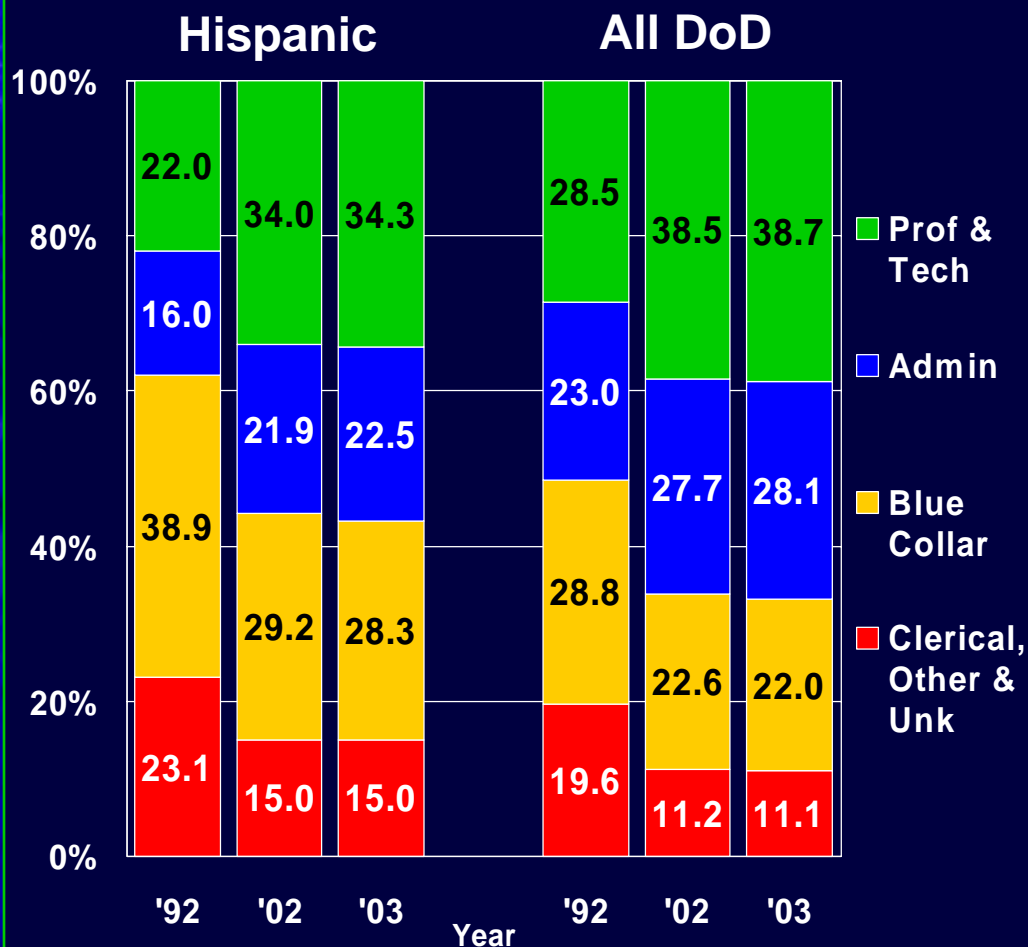
Hispanic DoD Civilian vs. Hispanic U.S. Labor Force



- Over the 11-year period, the percentage of 'Hispanic DoD Civilians' with a Bachelor's degree or above has increased 7.9 points.
 - FY 92: 16.3%
 - FY 02: 22.9%
 - FY 03: 24.2%
- The proportion of High School graduates is much higher in the DoD than in the employed Labor Force.

DoD Civilian Occupations

Hispanic vs. All DoD Civilians



- The FY 03 'Hispanic' and 'All DoD' occupational breakouts are similar.
 - Over one-third are 'Prof & Tech' employees.
 - About one-half are either in 'Admin' or 'Blue Collar' occs.
- The share of Hispanics in 'Blue Collar' and 'Clerical/Other' jobs decreased between FY 92 to FY 03.

Hispanic DoD Civilian New Hires – FY 02

- Hispanic new hires accounted for 6.6% of Total DoD Civilian new hires in 2002.
 - Hispanic - 3,789 people; Non-Hispanic - 54,006; Total - 57,795
- Details about the Hispanic new hires:
 - *Gender* - Male: 60.2%
Female: 39.8%
 - *Service* - Army: 38.5% Air Force: 27.1%
Navy: 15.7% Other DoD: 17.0%
Marine Corps: 1.7%
 - *Education* - < HS & Unk - 5.8% BA/BS - 16.0%
HS Grad - 73.1% MA/MS+ - 5.1%

Hispanic DoD Civilian New Hires – FY 03

- Hispanic new hires accounted for 7.0% of Total DoD Civilian new hires in 2003.
 - Hispanic - 4,196 people; Non-Hispanic - 55,782; Total - 59,978
- Details about the Hispanic new hires:
 - *Gender* - Male: 60.9%
Female: 39.1%
 - *Service* - Army: 39.7% Air Force: 24.0%
Navy: 14.4% Other DoD: 20.4%
Marine Corps: 1.5%
 - *Education* - < HS & Unk - 6.7% BA/BS - 16.0%
HS Grad - 72.2% MA/MS+ - 5.2%